

SECRET**ATTACHMENT** 3779-63Copy 10 of 10**EYES ONLY**

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PERSONNEL REDUCTIONS AND UTILIZATION

1. The course planned for FY 1965 by CSA is designed to meet the anticipated requirements of the National Intelligence Community commensurate with CSA responsibilities. The planning has taken into account continued operations of the IDEALIST Program at its current level. The operational readiness level must be maintained by close attention to details and by an increased effort and quality in training, maintenance, and supply support.

2. With the completion of the initial development phase of the A-12 aircraft in the OXCART Program, facilities and manpower requirements must be increased to support the operational program. In addition, ground and airborne systems, which are now completing the design stage or entering fabrication, will be emerging and require additional support for testing and continued development.

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3. In planning to meet these commitments, and again after careful review, CSA submitted its manning objective for people in FY 1965. This was later cut by the CIA Comptroller to the currently authorized strength of people for FY 1965.

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4. Based on the operational concepts which have been approved as necessary for normal utilization of the equipment and/or systems, positions, as requested, are required for the proper performance of the CSA mission.

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5. If it becomes mandatory that personnel strength be reduced from this level, then it would be programmed in accordance with the attached chart. If positions were to be deleted from the figure, a portion of our overseas staging capability would be impaired by losing necessary Mid-East relay communicators. Also personnel to be used in the CSA Headquarters Operations Center for control and liaison of drone operations would be eliminated. These positions are not included in the person authorization.

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6. If an additional number of positions were to be deleted, positions would be dropped from the positions now authorized for the These jobs at are to be taken over by the Air Force on 1 January 1964 and the position allocations will be transferred to to supply fire protection personnel. These persons would be assigned to CSA and would replace the more expensive current contract personnel now performing these duties. A 4-to-1 dollar savings would be lost by not being able to replace the contract personnel with CSA personnel.

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8. Continued cuts would involve the remainder of the positions which will be transferred from The same 4-to-1 cost ratio applies as previously mentioned. The additional cuts required to fill this increment of positions begin to cut deeper into the support areas. As the workload per capita increases, a point is soon reached which impairs the quality as well as the quantity of the support available. This, in turn, affects the reliability of the systems, the operational readiness status, and the abort rate.

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9. The necessity of continual and rapid supply is important in achieving an operational capability for OXCART at the earliest possible time. The cut of positions from the OSA Table of Organization, by eliminating the C-130 crew and its support personnel, would not eliminate the requirement for this or similar service. If OSA personnel and equipment were not available for this support, the Air Force would have to provide it with the bill paid for by CIA through a Military Interdepartmental Purchase Request (MIPR). While the Air Force has provided excellent support on the OXCART Program, no funds would be saved for the government by such a "subcontracting" technique and, through less direct control of the personnel involved, OSA would experience a certain amount of lost command efficiency. Ground transportation of needed supplies and engines is definitely out of the question because of the excessive shipping times involved.

10. As the cuts continue, the management efficiency of OSA engineering personnel will be impaired. In the interests of increasing the CIA, and, in turn, the National Reconnaissance capability, the Advanced Projects Division has several proposals which will emerge from the study and design stages. As development continues, an increasing amount of attention is required for technical and managerial details. A cut in systems engineering will require reduced effort in this area, a stretch-out of programs now in the initial stages, and delay of some which were required as follow-on advancements in FY 1965. Cuts here would have detrimental affects, especially on the advanced satellite and advanced aircraft programs, as well as the compatible electronic, navigational, environmental, and cameras systems associated with these programs.

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11. Cuts to this point represent a total of positions against the level and against the level. The remaining to be levied against the level would be spread throughout Headquarters and the Field. These cuts are related to a reduction in operations from that originally planned and, therefore, relate to a decreased effort of support. The decreased effort will come when maintenance, for instance, is required. (It will take longer to complete, because of fewer personnel to accomplish the tasks.) In some instances, such as photographic and medical technicians, contract personnel must be hired at greater expense to perform the duties that cannot be eliminated in support of actual operational missions.

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